



DEPARTMENT OF WATER RESOURCES
EXAMINATION ANNOUNCEMENT



The Department of Water Resources offers Equal Opportunity for all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, or sexual orientation.

It is an objective of the State of California to achieve a drug-free State workplace. Any applicant for State employment will be expected to behave in accordance with this objective because the use of illegal drugs is inconsistent with the law of the State, the rules governing civil service and the special trust placed in public servants.

RESEARCH PROGRAM SPECIALIST II (DEMOGRAPHY)
DEPARTMENTAL PROMOTIONAL

FINAL FILING DATE	December 27, 2011				
	Application forms (STD 678 Rev. 6/2010) must be POSTMARKED no later than the final filing date. Applications postmarked, personally delivered, or received via interoffice mail after the final filing date will not be accepted for any reason. FAXED OR EMAILED APPLICATIONS WILL NOT BE ACCEPTED.				
WHO SHOULD APPLY	<p>Applicants must have a permanent civil service appointment with the Department of Water Resources as of the final filing date, December 27, 2011; or</p> <p>Must be a current or former employee of the Legislature for two or more years as defined in Government Code 18990; or must be a current or former non-elected exempt employee of the Executive Branch for two or more consecutive years as defined in Government Code 18992; or must be a person retired from the United States military, honorably discharged from active military duty with a service-connected disability, or honorably discharged from active duty as defined in Government Code 18991.</p>				
HOW TO APPLY	<p>Examination Applications (Form STD 678 Rev. 6/2010) may be mailed or submitted in person.</p> <table><tr><td>MAILING ADDRESS:</td><td>SUBMIT IN PERSON:</td></tr><tr><td>Department of Water Resources P.O. Box 942836 Sacramento, CA 94236-0001</td><td>Department of Water Resources 1416 9th Street, Room 320 Sacramento, CA 95814</td></tr></table> <p>DO NOT SEND APPLICATIONS TO THE STATE PERSONNEL BOARD OR DEPARTMENT OF WATER RESOURCES' FIELD OFFICES. Applications are available at Department of Water Resources' (DWR) offices, the DWR website: www.water.ca.gov/jobs/currentexams.cfm, local office of the Employment Development Department, the State Personnel Board (SPB), and the SPB website: www.spb.ca.gov/jobs.</p>	MAILING ADDRESS:	SUBMIT IN PERSON:	Department of Water Resources P.O. Box 942836 Sacramento, CA 94236-0001	Department of Water Resources 1416 9th Street, Room 320 Sacramento, CA 95814
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IDENTIFICATION REQUIRED	Accepted applicants are required to bring either a photo identification card or two forms of signed identification to each phase of the examination.				
SPECIAL TESTING ARRANGEMENTS	If you have a disability and need special testing arrangements, mark the appropriate box in Question 2 of the "Application for Examination". You will be contacted to make specific arrangements.				
SALARY RANGE	\$5309 - \$6451				
ELIGIBLE LIST INFORMATION	A departmental promotional eligible list will be established for the Department of Water Resources. The list will be abolished 12 months after it is established unless the needs of the service and conditions of the list warrant a change in this period.				
EXAMINATION DATES	The entire examination will consist of a Qualifications Appraisal Interview. It is anticipated interviews will be held January/February 2012.				
REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION	<p>NOTE: All applicants must meet the minimum qualifications for this examination by the final filing date, December 27, 2011.</p> <p>Experience and education which provides the ability to independently and successfully perform complex demographic research duties; and all of the requirements specified in the Research Program Specialist II (General) class.</p> <p>The pertinent experience specified in the Research Program Specialist II (General) means one year of experience equivalent to Research Program Specialist I (Demography).</p> <p>RESEARCH PROGRAM SPECIALIST II (GENERAL) Experience and education which provide ability to perform successfully as a Research Program Specialist at the level and in the specialty for which application is made.</p> <p>and Either I</p> <p>Experience: One year in the California state service performing research duties in a class at a level of responsibility equivalent to that of a Research Program Specialist I.</p> <p>Or II</p> <p>Experience: Four years of progressively responsible technical research experience above the trainee level engaged in the collection, compilation, analysis, and interpretation of data. (A Doctoral Degree in Economics, Psychology, Sociology, or a research-oriented field may be substituted for two years of the required experience. A master's degree in any one of the above fields may be substituted for one year of the required experience.) (Experience in the California state service applied toward this pattern must include one year of experience in a class at a level of responsibility equivalent to a Research Program Specialist I.)</p> <p>and</p> <p>Education: Graduation from college with any major but with extensive course work in economics, psychology, sociology, or a related research-oriented field. This must include or be supplemented by at least six semester hours in statistics.</p>				

SEE REVERSE SIDE FOR ADDITIONAL INFORMATION

POSITION DESCRIPTION	Under general direction, independently plan, organize, and conduct complicated demographic studies in a variety of areas, requiring knowledge and abilities beyond the journey level, which affect programs or systems development within the State and the Department. Incumbents in this parenthetical specialty are distinguished from other Research Program Specialists by being required to determine the scope and parameters of research criteria, perform research and statistical studies, and apply analytical tools to assess demographic patterns such as the composition and magnitude of population, housing, and income and the use of that information for projections. The study conclusions are utilized in the estimation of current and future population and housing for the purpose of estimating water current demand metrics and the projection of future water demand and for determining the current and future population at risk from flood events. The conclusions are also used for identifying disadvantaged communities for grant funding purposes. <i>Positions exist in Sacramento County with the Department of Water Resources.</i>
EXAMINATION INFORMATION	This examination will consist of a Qualifications Appraisal Interview – Weighted 100.00%. In order to obtain a position on the eligible list, a minimum rating of 70.00% must be attained in the interview. COMPETITORS WHO DO NOT APPEAR FOR THE INTERVIEW WILL BE DISQUALIFIED.
SCOPE OF EXAMINATION	Qualifications Appraisal Interview – Weighted 100.00% In addition to evaluating the competitors' relative abilities as demonstrated by quality and breadth of experience, emphasis in the examining interview will be on measuring competitively, relative to job demands, each competitor's: A. Knowledge of: <ol style="list-style-type: none">Principles and concepts of demography as applied in a research and statistical setting.Application and interpretation of statistical techniques to demographic data.Population projection.United States Census Bureau practices, data and publications.Application of computerized models to research data.Statistical and other methods used in the analysis and projection of data.Analytical techniques. B. Ability to: <ol style="list-style-type: none">Adapt and apply formal research methods and principles to research problems of an applied practical nature.Determine the scope of research to be undertaken and appropriate research methodology.Select, analyze and interpret data.Analyze and design data systems.Communicate effectively to individuals and groups related to the area of demographic research.Plan and carry out research projects.Establish and maintain cooperative relationships with others.
EDUCATION AND EXPERIENCE AS AN ALTERNATE TESTING STRATEGY	If conditions warrant, this examination may utilize an evaluation of each candidate's experience and education as compared to a standard developed from the class specification. For this reason it is especially important that each candidate take special care in accurately and completely filling out their application. List all experience relevant to the “Requirements For Admittance to the Examination” shown on the announcement. Supplementary information will be accepted but read the “Requirements For Admittance to the Examination” carefully to see what kind of information will be useful to the staff doing the evaluation.
VETERANS PREFERENCE	Veterans Preference Credit is not granted in promotional examination.

GENERAL INFORMATION

The Department of Water Resources reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service laws and rules and all competitors will be notified.

For any examination without a written feature it is the candidate's responsibility to contact the Selection Services Section of the Department of Water Resources, (916) 653-6330 three weeks after the final filing date if he/she has not received a progress notice.

Applications are available at Department of Water Resources' (DWR) offices, the DWR website: www.water.ca.gov/jobs/currentexams.cfm, local office of the Employment Development Department, the State Personnel Board (SPB), and the SPB website: www.spb.ca.gov/jobs.

If you meet the requirements stated on the reverse, you may take this examination, which is competitive. Possession of the entrance requirement does not assure a place on the eligible list. All candidates who pass will be ranked according to their scores.

General Qualifications: Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the classification.

Promotional Examinations Only: Competition is limited to employees who have a permanent civil service appointment. Under certain circumstances other employees may be allowed to compete under provisions of Rules 234, 235 and 235.2. State Personnel Board Rules 233, 234, 235, 235.2 and 237 contain provisions regarding civil service status and eligibility for promotional examinations. These rules may be reviewed at departmental personnel offices or at the Information Counter of State Personnel Board offices.

Examination Locations: When a written test is part of the examination, it will be given in such places in California as the number of candidates and conditions warrant. Ordinarily, qualifications appraisal interviews are scheduled in Sacramento and Los Angeles. However, locations of interviews may be limited or extended as conditions warrant.

Eligible Lists: Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) subdivisional promotional, 2) departmental promotional, 3) multidepartmental promotional, 4) servicewide promotional, 5) departmental open, 6) open eligible list. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in one to four years unless otherwise stated on this bulletin. In the case of continuous testing examinations, names are merged into the appropriate lists in order of final test scores (except as modified by veterans preference credits) regardless of the date of the test, and the resulting eligible lists will be used only to fill vacancies in the area shown on the bulletin.

TDD is Telecommunications Device for the Deaf and is reachable only from phones equipped with a TDD Device. **California Relay Telephone Service** for the Deaf or hearing impaired: From TDD phones: 1-800-735-2929; From Voice phones: 1-800-735-2922.

For information regarding this examination, please contact Patrice Yang at (916) 653-6330.